

BEFORE THE
POSTAL REGULATORY COMMISSION
WASHINGTON, D.C. 20268-0001

MAIL PROCESSING NETWORK
RATIONALIZATION SERVICE CHANGES, 2012

DOCKET No. N2012-1

**INSTITUTIONAL RESPONSES OF THE UNITED STATES POSTAL SERVICE TO
INTERROGATORIES OF THE AMERICAN POSTAL WORKERS UNION,
REDIRECTED FROM POSTAL SERVICE WITNESS RACHEL
(APWU/USPS-T8-1-2)**

The United States Postal Service hereby provides institutional responses to the above-referenced interrogatories of the American Postal Workers Union (APWU), dated January 27, 2012, redirected from witness Rachel (USPS-T-8). Each interrogatory is stated verbatim and is followed by the response.

Respectfully submitted,

By its attorneys:

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**INSTITUTIONAL RESPONSES OF UNITED STATES POSTAL SERVICE
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REDIRECTED FROM WITNESS RACHEL**

APWU/USPS-T8-1. As a result of excessing or the reassignment of employees because of programs like AMP studies, how many employees are now in a protected salary rate?

RESPONSE:

It is not possible to determine the number of employees with a protected salary rate as the result of specific program impacts, such as an AMP study. However, as of January 31, 2012, the following career employees have rate retention as follows:

Protected Rate – 606

Saved Rate – 2,342

Saved Grade – 12,579

The terms "Protected Rate," "Saved Rate," and "Saved Grade" are defined below:

Protected Rate – An employee assigned to a lower-grade position with a protected rate is paid the wage he or she received in his or her previous, higher-grade position, augmented by any general increases, for a period of two years from the effective date of the Personnel Action.

Saved Rate – An employee with saved rate continues to be paid the wage received in the previous, higher-grade position, augmented by any general increases occurring while the saved rate is in effect. A saved rate differs from a protected rate in that it continues for an indefinite period. For career bargaining unit employees, saved salary is used only during rehabilitation assignments. The saved rate for career nonbargaining

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RESPONSE TO APWU/USPS-T8-1 (CONT.):

unit employees is not limited to rehabilitation assignments, but expires after two years from the effective date of the Personnel Action.

Saved Grade – An employee with a saved grade continues to receive step increases in the saved grade. The saved grade for bargaining unit employees is in effect for an indefinite period of time as long as the employee bids or applies for all vacant jobs in the saved grade for which he or she is qualified. Under previous postal policy, a nonbargaining unit employee's saved grade status could be indefinite. Under the current policy, the employee's saved grade status will expire after two years from the effective date of the Personnel Action. Whether an employee is subject to the previous policy or the current policy depends on the implementation date of the employee's personnel action.

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APWU/USPS-T8-2. When a mail processing facility closes and employees must be relocated, what is the average transfer benefit costs for the relocation?

RESPONSE:

From January 1, 2011, to September 30, 2011, the average relocation cost for a bargaining employee was \$5,831.